

DIRECTOR OF HUMAN RESOURCES

Coachella Valley Water District

(Palm Desert, CA)





THE COMMUNITY

The Coachella Valley (Valley) includes the desert cities of Palm Springs, Cathedral City, Rancho Mirage, Palm Desert, La Quinta, Indian Wells, Desert Hot Springs, Indio and Coachella. It was one of the fastest growing regions in Southern California and offers an ideal place to work, play and raise a family. Decades ago, the Hollywood elite discovered the Valley as a place for fun, sun and relaxation. Since then, several hundred thousand residents have discovered the Valley as a year round home.

The Valley has created a national and international reputation for having a luxury resort lifestyle. It is home to world class resorts such as the Ritz Carlton, Omni Rancho Las Palmas Resort and Spa, La Quinta Resort & Club, Renaissance Esmeralda, Miramonte Resort and Marriott's Desert Springs Resort and Spa.

Millions of tourists each year visit the Valley to enjoy its shimmering pools, challenging fairways, five-star resorts and famous Coachella and Stagecoach music festivals. The Valley is also recognized as the golf, tennis and polo capital of the west. The Valley plays host to many internationally known golf events such as the Humana Challenge (PGA Tour) and the Nabisco Dinah Shore Tournament (LPGA Tour). The BNP Paribas Open (USTA) is featured at the Indian Wells Tennis Garden and international polo matches in Indio annually attract a worldwide audience.

The Valley's population is projected to double in the next 35 years. The weather in the Valley has abundant sunshine, clear blue skies, low humidity, warm temperatures and only a hint of rain. The blue skies and sunshine are the norm in the Valley more than 350 days a year.

THE COACHELLA VALLEY WATER DISTRICT

Coachella Valley Water District (CVWD) is unique in that it provides several water-related services:

- Domestic water
- Sanitation (sewage collection and wastewater treatment)
- Recycled (nonpotable) water
- Irrigation with imported water and agricultural drainage
- Groundwater replenishment
- Regional stormwater protection
- Management of the Coachella Valley's multitude of water resources and conservation

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CVWD has a rich history that dates back to 1918. All drinking water comes from a vast aquifer, and CVWD imports Colorado River water via a 123-mile canal for agricultural and golf course irrigation. Groundwater replenishment occurs at three facilities. CVWD was among the original signatories to the Party of Seven Agreement of 1931, which divided California's share of Colorado River water. CVWD is a State Water Contractor with an entitlement that, when combined with that of neighboring Desert Water Agency, is the equivalent to the third largest entitlement in the state. Only one other agency in California has entitlements to Colorado River and State Water Project water.

CVWD's mission is "To meet the water related needs of the people through dedicated employees providing high quality water at reasonable cost." CVWD has offices located in the cities of Palm Desert and Coachella and has nearly 1,000 square miles within its boundaries. Most of the service area is in Riverside County, but CVWD also extends into Imperial and San Diego counties. A governing five-member Board of Directors is elected from five geographic divisions for four-year terms.

CVWD's five-year Capital Improvement Plan (CIP) is approximately \$701 million. Currently, CVWD has a staff of more than 560. For more information, please visit www.cvwd.org.

THE POSITION

Under administrative direction, the Director of Human Resources plans and directs a comprehensive human resources management program including policies, performance evaluations, labor relations, recruitment, classification and compensation, benefits, and employee development. The Director oversees the Risk Management and Safety departments which include workers compensation, claims, property and liability insurance plans and district safety programs. The Director also ensures a customer service-oriented work environment.

The Director of Human Resources has a staff of nine and supervises the following positions: Risk Manager, Safety and Training Manager, Senior Human Resource Specialist, Human Resources Assistant and Human Resources Office Assistant. CVWD has three employee associations.

THE IDEAL CANDIDATE

The Coachella Valley Water District is seeking an experienced leader in human resources to join its high-performing and dedicated organization. The ideal candidate will be someone who offers guidance, develops strong working relationships with department leaders and supervisors, and values being considered a resource to the District's departments. He/She will be patient, reliable, friendly and relatable. This person will have an open door style of management as well as strong sense of business.

The next Director of Human Resources will excel in the areas of training, mentoring and problem solving. This person will continue to lead the CVWD's excellent leadership development program and the award-winning wellness program. Lastly, the next Director of Human Resources will be active in the field of human resources, bring new ideas to the organization, and thrive in the friendly work environment with the District's committed workforce.

Top Priorities:

- **Employee Associations** - This fall, the Director of Human Resources will lead the contract negotiations with the three employee associations.

- **Insurance Benefits** - The District's insurance benefits contract is expiring. The RFP for benefits will go out in late summer.
- **Strategic Planning** - Develop new initiatives for the 2020 year plan.
- **Compensation Study** - The Director will oversee this study which is targeted to start in 2020.

The position is open due to the retirement of the incumbent.

Education, Certifications and Experience

- Requires graduation from an accredited college or university with a bachelor's degree in business or public Administration, human resources, or closely related field. A master's degree is desirable; AND

Any combination of training and experience which would likely provide the required knowledge, skills and abilities such as at least 10 years increasingly responsible human resources management experience including labor relations and supervision. Municipal experience is strongly preferred.

- Valid California Operator's license issued by the State Department of Motor Vehicles. Department of Motor Vehicles driving record may influence employment or classification.

COMPENSATION

The salary range for this position is \$154,644 to \$203,532 and will be dependent upon the qualifications and experience of the selected candidate. In addition, benefits are provided which include: health, dental, and vision insurance; participation in the California Public Employees' Retirement System (2.5% at 55 formula); holidays (13 per year); vacation; sick leave; Deferred Compensation programs including 457 and 401A plans, and educational reimbursement. Relocation assistance is also offered.

HOW TO APPLY

Please apply **on-line** by **March 1, 2019** at www.allianceRC.com. For questions and inquiries, please contact:

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